Identify key questions you might use in your collaborative conversation.

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * Evaluation of a first year teacher to improve teaching strategies, classroom management, and begin the portfolio process. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * How do feel the lesson went during the evaluation? * What do think some of your weaknesses and strengths are in teaching? * What is the overall make up of your class? |
| * *Reflective Questions* * The “what about the what” * Emotional | * Is there something in your room or with your schedule that needs adjusting to make you more productive? * What do you already do to keep your class on task and bring them back on task more consistently? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * What are some strategies that we can come up with to improve classroom management? * What do you think the class would be like if you did not have to help students that were taking independent study during your regular class schedule? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * What are some materials that I could check into to assist your teaching? * What will you do to improve classroom management? * In the next two weeks I want you to try some new teaching and management styles and I will evaluate you again to see what you have learned of the new strategies. |
| * *Based on the Decision, what are the responsibilities of the administrator?* | To see if I can get approval of materials the teacher wants.  To make changes to the room to accommodate teacher more.  To evaluate in 2 weeks to see if new teaching and management strategies are working. |
| * *Based on the Decision, what are my responsibilities?* | * Too find some new teaching and classroom strategies and try them in the next 2 weeks. * To come up with a list of materials that will help them in the classroom. * To come up with a list of things that can be done to their room to improve instruction. |

**Reflection on the Collaborative Conversation**

**Name: Sam Swenson**

**Date: 12/7/09**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

***The evaluation went well but when planning the questions I thought more about of how the question will make the other person feel, which can be good or bad. It does make the conversation go smoothly when planned out.***

**What was most challenging for you during the conversation? Most pleasing?**

***The most challenging part of the conversation was bringing concerns that I saw with the person’s performance. On the other hand the most pleasing part of the conversation was that the person agreed or had that for a concern for them self as well.***

**What might be some things you would do differently/the same in your next conversation?**

***I will have the teacher come to my office next time. Other issues came up and I could not meet the time we had planned, so there were other students in the room when we were talking. I will defiantly plan for all coaching conversations that I can, I am one that shoots from my hip quite often.***

**What techniques will you specifically address in your next coaching conversation?**

***Probing and wait time, sometimes I felt like I was doing all the talking not sure if it was because I was not allowing enough wait time or my probing questions weren’t probing enough.***